

Laboratory Manager – Employment Opportunity – Permanent, Full-Time

Homewood Health Centre, Guelph, ON

Link to apply: <https://bit.ly/4APE00A>

Make a difference in a growing, innovative mental health organization and centre of excellence in people-centered care. Work with supportive colleagues who are passionate about improving lives and champions for quality and continuous learning.

As our Manager, Laboratory you will be an integral part of a collaborative team focused on delivering seamless services and programs to our clients and customers. If you are looking for a company that is constantly moving forward in pursuit of successful outcomes, get ready to love it here!

What you'll be doing:

- Provide overall leadership, management, and strategic direction for the Laboratory Services Department
- Lead and maintain the Laboratory Quality Management System (QMS), ensuring compliance with Accreditation Canada Diagnostics, Ontario Laboratory Accreditation, and Ministry of Health requirements
- Oversee Point-of-Care Testing (POCT) programs, including device validation, quality control monitoring, and non-conformance investigations
- Foster a culture of accountability, collaboration, psychological safety, and service excellence aligned with organizational values
- Lead recruitment, interviewing, hiring, onboarding, performance management, and competency development for laboratory staff
- Manage employee relations, conflict resolution, attendance management, and professional development initiatives in partnership with Human Resources
- Collaborate with physicians, clinical leaders, and regional laboratory partners to ensure timely, accurate, and high-quality diagnostic services
- Drive laboratory quality improvement initiatives, including incident investigations, root-cause analyses, and workflow optimization
- Ensure compliance with all applicable laboratory licensing, occupational health and safety, privacy, and regulatory standards
- Oversee laboratory policies, procedures, technical manuals, training programs, and continuing education initiatives
- Participate in accreditation readiness activities and coordinate preparation for accreditation inspections and assessments
- Develop and manage departmental operating, staffing, and capital budgets while monitoring financial performance and implementing efficiencies
- Lead procurement activities, equipment evaluations, business case development, and implementation of new laboratory technologies and Laboratory Information Systems (LIS)
- Represent the laboratory on organizational, regional, and cross-functional committees

What we're looking for:

- Bachelor's degree in Medical Laboratory Technology or a related discipline.
- Current membership with the College of Medical Laboratory Technologists of Ontario (CMLTO)
- Registration with the Canadian Society for Medical Laboratory Science (CSMLS).
- Master's degree in Health Administration, Business Administration, or a related field is considered an asset
- 5–10 years of progressive experience in a licensed medical laboratory environment, including leadership responsibilities
- Demonstrated experience leading teams in a unionized healthcare environment
- Strong background in quality management, accreditation preparation, and regulatory compliance
- Proven leadership, change management, and human resource management skills.
- Advanced analytical, problem-solving, and decision-making abilities
- Expertise with Laboratory Information Systems (LIS), including configuration, integration, downtime procedures, and system optimization
- Strong understanding of provincial health privacy legislation (PHIPA) and data integrity standards
- Excellent communication, relationship-building, and stakeholder management skills.
- Experience collaborating with physicians, clinical teams, and external healthcare partners
- Commitment to patient safety, occupational health and safety, equity, diversity, and inclusion
- Demonstrated alignment with Homewood's values of Service Excellence, Innovation, Collaboration, and Integrity

Why work with us

Homewood Health is Canada's largest and leading service provider for medically focused, evidence-based treatment of mental health and addiction disorders. Our organizational culture values service excellence, diversity, equity & inclusion, integrity, collaboration and innovation. Our people make a difference!

As an equal opportunity employer, Homewood Health is committed to employment accessibility, diversity, equity and inclusion. For this reason, we encourage applications from members of equity-seeking groups including women, racialized and indigenous communities, persons with disabilities, and persons of all sexual orientations and gender identities/expressions.

Join us at Homewood Health™ and be part of a diverse team helping Canadians live healthier, more productive and fulfilling lives.

This job posting is for an existing vacant position within the organization.